

# TOBYHANNA REPORTER

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OCTOBER 26, 2006

## Simple fix will save thousands; avoids potential field failures

by Anthony Ricchiazzi  
Editor

An overheard conversation is going to save taxpayers more than \$70,000 per year.

Dorrance Tucker is one of a team of technicians who remanufacture Bradley Fighting Vehicle Basic Sight Assemblies. One of the electronics worker's jobs is to replace wiring harnesses in the component, which is part of the Bradley's Integrated Sight Unit (ISU).

"After installing some main power harnesses, a few of the sights were getting rejected by our in-shop inspectors because the harnesses were getting caught between the basic sight assembly and the ISU, and getting pinched," he said. "If the inspectors had not caught this, the harnesses could have failed in the field."

After inspecting the harnesses themselves, Tucker and other personnel in the Bradley Fighting Vehicle Branch found that the ISUs coming from the field for overhaul had molded rubber that was form fitted to keep the harnesses in place. The new harnesses used for the remanufacture lacked the molded rubber and were bound together, resulting in about a half inch of unneeded slack in the harness.

"We brought the harnesses to Mike (Verrastro, branch chief) to figure out how to fix the problem. Bernie (Karlowicz) walked by on his way to his work station and

suggested folding the harness and using a tie back to keep it in place."

"I work in another part of the branch and overheard their conversation," Karlowicz said. "I was in the automotive service industry and we had similar problems to solve."

"It is situations just like this that show the value of diversity in your work force background," Verrastro said. "The Bradley Branch has a mixture of occupational backgrounds who work together as a team, each allowing the other to bring something to the table."

Tucker and Karlowicz submitted the idea to the Production Engineering and Productivity Improvement and Innovation directorates for evaluation as part of the Army Suggestion Program, and it was implemented immediately.

A harness costs about \$1,900 and requires about two hours to replace. Annual benefits were calculated using an average of three harnesses per month per year, plus hours saved, for an annual savings of \$70,149.

"We started using the tie to prevent any further problem, it was the best course of action to take," Karlowicz said. "The goal is to cut costs and keep units in the field."

"It doesn't do the Soldier any good if they have to keep sending them back," Tucker added.

The Army Suggestion Program is a valuable tool to better the soldier's equipment

**See SUGGESTION on Page 6**

## NEWS NOTES

### Volksmarch set for Nov. 4

The Army Community Service and Youth Services Volksmarch will be Nov. 4 from noon to 3 p.m. at the Tobyhanna State Park. Participants can start the walk between noon and 12:30 p.m. Everyone must be finished and off the trail by 3 p.m.

The Lakeside Trail is 5.1 miles long and people should allow at least two and a half hours to complete the trail. The trail is rated Level 1; however, it is not recommended for people with disabilities, although wheelchair

users have completed the trail. The event is free and participants can pre-register by calling X56682, or sign up the day of the Volksmarch. Everyone is eligible to participate. Children 11 years or younger must be accompanied by an adult and pets must be kept on a lease and under control at all times. The entrance to the park is on Route 423, about two miles north of the town of Tobyhanna.

**See NEWS on Page 6**

### PSCC facility gets face lift

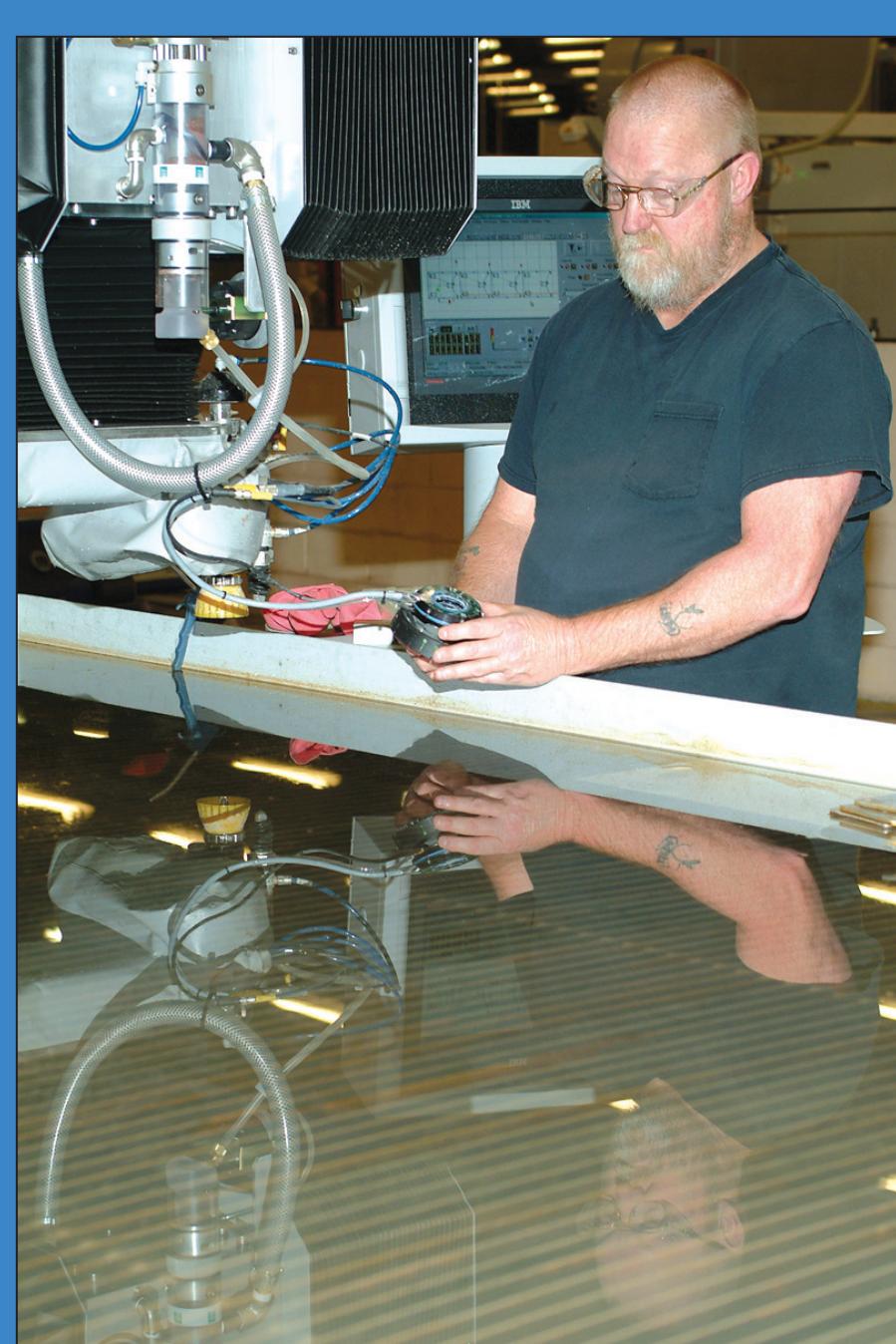
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### Interpreter bridges gap between two worlds

**Page 4**

### If the shoe fits...

**Page 5**



### Tobyhanna makes the cut

Charles Leek prepares the Dynamic Contour Follower of the Machine Shop's Water Jet Metal Cutting Machine. The machine replaced the old water jet cutter two weeks ago. The contour follower is a feature the previous machine did not have. It keeps the cutting head 100,000th of an inch above what is being cut, no matter how warped or contoured the material. Although it is called a metal cutter, it will cut anything up to eight inches thick and 6x12 feet, including glass and Kevlar. It cuts with a combination of sand and water sprayed at 60,000 psi through a nozzle. Leek and one other operator, Robert Bohinski, support all depot missions. They are machinists in the Machining Branch of the Systems Integration and Support Directorate's Industrial Services Division. (Photo by Steve Grzezdzinski)

# Field message confirms value of depot support

Every day I tell folks around the depot that you are making a difference as the Nation fights the Global War on Terrorism. If you leave the gate at the end of your shift and can honestly look yourself in the mirror and say "I did my best for the Soldiers on the battlefield," then you've had a good day and should feel justifiably proud. In many cases the work we do supports life-saving systems once they are employed on the battlefield – this includes radars, radios and improvised explosive device countermeasure (IED) systems as well as others.

How do you know when your work at Tobyhanna makes a life-saving difference? One way to tell is when a Soldier in combat goes out of the way to say thank you. Internet access for our troops in Iraq is limited, erratic and often interrupted. Nevertheless, one Soldier thought it important enough to use his Internet time to say "thank you" for an IED countermeasure system, which Team Tobyhanna supports.

That Soldier could say "thanks" because the countermeasure did its job and a very large and dangerous IED was identified and then destroyed by an explosives ordnance disposal unit.

The system's name and its capabilities are restricted information, but the Soldier wrote "it has saved my life for

## COMMANDER'S COLUMN

BY COL. RON ALBERTO



sure on one occasion and probably serious injury on several others. We were going through a very hot area and (the system) did its job. I just want to say thank you for myself and everyone else in my (vehicle)." The Soldier's message has circulated among the Army team contributing to the effort to defeat enemy IEDs. Tobyhanna personnel are supporting that effort by fielding and maintaining several versions of IED countermeasure systems, both here and overseas.

"I wanted to show you what a difference your efforts are making to Soldiers deployed and to their loved ones at home. You will always be heroes in the eyes of this young man and his family," wrote one officer to personnel involved in the intensive effort to defeat the IED threat.

The fact that a Soldier would use precious computer time to express his gratitude for the effectiveness of a system is noteworthy. I am very proud of everyone supporting our IED countermeasure initiatives. This is a singular example of how our warfighters rely upon Tobyhanna for their safety and their combat effectiveness.

It's certainly not limited to IEDs, however. It's across the spectrum of Command, Control, Communications, Computer, Intelligence, Surveillance and Reconnaissance systems (C4ISR). The Firefinder pinpointing an incoming mortar round, the aircraft survivability equipment protecting our helicopters, Blue Force Tracking, communications systems and all of the C4ISR assets we maintain are essential to mission accomplishment and force protection.

I also firmly believe that what we do here is critically important and that we are duty bound to do our very

best for the warfighter every day. From speaking with you, I believe you share that commitment, but stories like this, from a Soldier in the fight, remind us of our critical missions.

It's also why each of us must rely on Lean Six Sigma and all of our quality and productivity initiatives to produce more and better C4ISR support. We are at the start of a new fiscal year, and requirements for our products and services will continue at record high levels. In order to meet the ambitious but necessary requirements of our warfighters in 2007, each of us—regardless of where we work in the depot or what job we perform—must be as productive and efficient as possible, day in and day out, in the year ahead. We must eliminate waste and force standardization and predictability into all of our processes so that we do not let our warriors down.

As noted above, you may not earn a medal, but in the eyes of our Soldiers, sailors, airmen, and Marines (and their families), you truly are heroes every day as you deliver to our warfighters the high-tech tools to get their jobs done, to win this war and to get home safely.

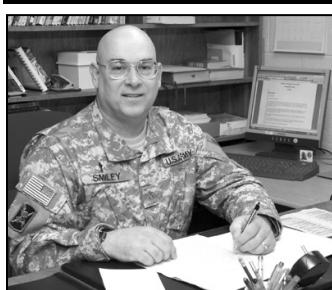
Team Tobyhanna—Excellence in Electronics.

***"I wanted to show you what a difference your efforts are making to Soldiers deployed and to their loved ones at home. You will always be heroes in the eyes of this young man and his family."***

## Role of an installation chaplain not what you may think

### CHAPLAIN'S CORNER

by Chaplain (Maj.) Philip Smiley



Now that I've been here for a couple of months, I thought it might be a good idea to talk about my role as the installation chaplain.

We all have assumptions about people, jobs and responsibilities. We also have experiences from our past that shape those assumptions and create expectations. So I thought we could take a look at what I do, and how I can serve you.

The Army Chaplain Corps was created by an act of Congress in 1775. Since then, chaplains have been serving Soldiers; from Valley Forge to the present as spelled out under federal law.

We operate in a pluralistic society, meaning that the U.S. government does not recognize a state religion, and chaplains are tasked with providing spiritual, emotional, moral and morale support to Soldiers and family members within their sphere of influence. Simply put, we are here to take

care of people without proselytizing (trying to convert an individual from one faith group to another).

We wear at least three "hats" as chaplains.

When chaplains wear their spiritual hat, they strive to enhance the spiritual life and growth of those they serve. Spiritual support is voluntary, meaning it must be requested. If you are a Baptist, my job is to help you be the best Baptist you can be. If you are a Catholic, the same is true. Muslims, Buddhists, Jews – all will receive the same support from me.

Chaplains are trained in multi-faith history and experience. Although I'm not qualified to conduct worship services for every faith group, I will find a spiritual leader who can perform services for you.

I conduct a general worship service that many find meaningful and uplifting. If you are looking for a spiritual home...I can help. If you are struggling spiritually...I can help.

If you need to find a church or synagogue family...I can help.

I pray with people, encourage them and provide spiritual guidance. Part of wearing my spiritual hat is conducting a worship service in Tobyhanna's chapel. It is located by the Army Community Services and Morale, Welfare and Recreation buildings. We meet at 11 a.m. every Sunday and all are welcome. I am also available for weddings, funerals, memorial ceremonies and other special events.

A second hat I wear is emotional/psychological support. I am a trained counselor and can deal with just about any crisis or problem. One of my specialties is dealing with crisis situations. I've been on the scene of many crises, civilian and military. I know how to handle them and can help you through it. Dan McCauley and I work closely together as a team in counseling. My unique Army experience includes more than 12 years dealing with Soldier and military family problems. Drop by the office any time. Or stop me if I'm in your work area. I plan to walk around the depot regularly.

My third hat falls in the category of

morale and ethics. I am an advocate of doing what is right, of finding the good and building on the positive.

I am also in the business of helping people grow and develop. I will create and sponsor programs that will boost self-esteem, find better ways of coping, find the humor in every situation (I have a good sense of humor, maybe even twisted at times), and generally will strive to improve the work place through positive reinforcement, highlighting the unsung heroes and finding the good in every situation.

My title is installation chaplain. I serve everyone who works here, military and civilian, from the technicians at the benches to the command group, including the tenant agencies and family members. I am your chaplain, here to serve you to the best of my ability. I will do my best to be available any time you need me. Please feel free to chat, get acquainted and ask for help when you need it.

Well, I hope this article helps everyone see the chaplain's role a little more clearly. Until next time, find the good, and look for the positive.

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TEAM TOBYHANNA EXCELLENCE IN ELECTRONICS

# Renovation increases PSCC lab capabilities

by Anthony Ricchiazzi  
Editor

A modernization of the Packaging, Storage and Containerization Center's testing laboratory has improved its capabilities as the lead activity for storage and shipping related testing.

The center's Packaging Applications Testing Facility, part of the U.S. Army Materiel Command's Logistics Support Activity, tests packaging, sealing, identification, storage and container systems for the Department of Defense (DoD) and other federal agencies, such as



**Ben Moore, facility engineer/scientist, monitors the compression test of a barrel to determine its stack strength.**



**Mike Green, general engineer, prepares a barrel for a leak test. Packaging Applications Testing Facility personnel also perform drop tests on barrels and other containers to confirm their ruggedness.**



**Fiberboard samples are placed in a material crush tester to determine the stack limit of boxes made from different types of fiberboard, commonly called cardboard.**



**The Packaging, Storage and Containerization Center's Packaging Applications Testing Facility was recently modernized. It is the lead activity for storage and shipping related testing.**



**Sky Evans, general engineering intern, prepares to insert labels into an ultraviolet-condensation tester. The machine simulates the ultraviolet rays of the sun combined with condensation to test the fade resistance of labels.**



**Timothy Reimann, general engineer, prepares material for testing in the Flex Tester machine. The machine crushes and twists materials such as paper and plastic bags to determine resistance to damage such as pinholes and tearing.**

the National Institutes of Health.

At 30,000 square feet, it is the largest packaging applications test facility in DoD, containing \$3 million of test equipment. Equipment ranges from small bench-top and walk-in environment simulation chambers to a 4-ton overhead crane and an altitude chamber that simulates atmospheric pressures up to 100,000 feet.

Lead activity responsibilities include testing fiberboard and wood boxes, label and identification materials and systems, non-metal pallets, preservatives, adhesives and tapes, and even bags and sacks.

Lab engineers and technicians also test processes such as stretch and shrink wrap systems, cold-seal packaging systems and dehumidification systems.

"We test these items and systems for how well they stand up to rough environmental and shipping conditions," says Stuart Crouse, general engineer. "For example, we put containers through several handling and weather-related tests to make sure they don't break, puncture or leak. We can replicate just about any environment or situation a package or container may be subject to."

Crouse noted that the lab supports the Army Transformation effort to give Soldiers needed items in more individual packets, making their load lighter and increasing mobility.

The renovation was very comprehensive, says Industrial Engineer Charlotte Lent, and included everything from new test

equipment to new floor drains. The facility now has all the necessary test equipment to provide the full complement of testing required to support the certification of the packaging of hazardous materials for transportation.

"The lab has been in operation at Tobyhanna for about 40 years and was showing its age," Crouse said.

"Major construction started in 2001," she said. "We have a new drop plate for dry testing; a tank was installed in the floor to capture spills from testing 55-gallon drums. The Department of Transportation and DoD organizations send us drums and other packaging systems to test. It's not unusual for some of them to fail catastrophically, so we needed something to contain the spilled contents. Also, we use anti-freeze for tests involving plastics that are to be frozen and needed a way to recover the antifreeze."

Other major improvements include an outside facility where drop tests can be performed from heights of 30 feet or more on containers up to 1,000 gallons, an enclosed dock to provide more lab space for heat generating test equipment. Lent and Crouse noted that there have been unofficial recordings of 220 degrees F in metal containers stored in Southwest Asia and other hot regions. Other improvements include a salt fog generator to test an item's ability to protect equipment from corrosion and ultraviolet (UV) light equipment to simulate sunlight. The UV light system can be used in conjunction with condensation to test materials for fading, such as stenciling.

"We have a 12,000 pound vibration table that can change amplitude and frequency while in motion," Crouse said. "Along with an incline impact tester, that is a capability not many labs like ours have. Most of our equipment is computer controlled, and we can see and record test data."

"And although our 14- and 7-foot revolving drums are not new, they give us an extra evaluation tool no one else has," Lent added.

A security system was installed so lab personnel can conduct tests of classified or proprietary materials or systems, as well as anything that may require around-the-clock surveillance. A test of M-16 rifle bag designs involved weapons that had to be secured after every test.

Other improvements include a wheelchair accessible entry with a ramp, a conference area and new offices.

"The entire personnel area was modernized," Crouse said. "We have better lighting throughout the facility; even the walls were renovated."

Lent and Crouse noted that PSCC implemented several Lean concepts, organizing lab areas and tools to further improve efficiency.

PHOTOS BY ANTHONY RICCHIAZZI

# Interpreter's silence speaks volumes

by Jacqueline Boucher  
Assistant Editor

Tamara Marinaro has spent a lifetime preparing for her new job at Tobyhanna.

As a child, she learned American Sign Language (ASL) so she could talk with her mother and father, who are deaf. Growing up, her role models included her mother who teaches sign language, and a sister who also works with the deaf. Now, armed with years of practical experience and formal training, Marinaro is putting her skills to the test.

As the depot's sign language interpreter, she helps the 34 deaf and hard-of-hearing employees become more involved in what's going on at the depot.

If requested, she will attend staff meetings, training classes, career development courses, job interviews, home team meetings and other events.

"My calendar is packed with interesting things," Marinaro said. "I help people understand what impacts their lives. I also sign during training courses, meetings and high-level briefings."

Marinaro's goal is to help employees become more involved in what's going on at the depot. She feels her assistance at the command and staff meetings can help deaf employees keep their finger on the pulse of the depot and relay information to all levels.

Employees and managers are encouraged to schedule interpreting services as far in advance as possible.

"With a full-time interpreter on staff, we can grant a high percentage of interpreting requests," said John Sutkowsky, Equal Employment Office manager. "Before, we were normally not able to provide services without at least 72 hours notice."

Interpreting involves more than just signing. An interpreter must accurately convey messages between two different languages. It is a skill that takes time to develop.

"[Signing] was my first language," Marinaro said. "My hands start moving as soon as I start to speak." At home it's automatic; even though her three siblings can hear, signing lets everyone hear and follow what's going on in the conversation, she explained.

Sign language is a visual language, according to information on the ASL Web site. It means that the brain processes linguistic information through the eyes instead of ears. It also means that facial expressions and body movements play an important part in conveying information.

Dave Zeplin explained that everyone's style of signing is different from their tone of voice or intonation, hand positioning, movement, gestures, facial expressions and

other visual cues. Zeplin is an electronic integrated systems mechanic in the Range Threat Systems Division, Command, Control and Computer Systems/Avionics Directorate.

"Having someone on the inside will allow the deaf employees and interpreter to develop relationships on an individual basis," he said. "I think it's wonderful."

Like any spoken language, ASL is a living language with its own rules of grammar. Like the spoken slang or a person's accent, the deaf community may use some signs differently from place to place. These signs are known as "regional" signs.

"ASL is a language in itself, which is very different from the English language," Zeplin said. "The ability to translate is a vital part of interpreting properly and providing effective communication between the spoken and written language."

The terminology and acronyms at Tobyhanna can be complex and confusing to anyone who isn't familiar with them.

"As a full-time employee, the interpreter has a better understanding of what people are saying to each other, due to the regular exposure to these words, and then can relay the information between the parties more accurately," Sutkowski said.

Formal training has helped Marinaro standardize what she knows so that people can understand what she's saying. Although she has been signing all her life, she admits there are things about interpreting that must be considered to prevent confusion.

"I always attend workshops to stay on top of my craft," Marinaro said. "I've always known how to sign, now I'm learning why things are done the way they are," she said. "For instance, workshops teach me how to get the words to flow better."

She explained that some words use the same sign. For example, signing it once means one thing and signing it twice it means another. Plus there are specific ways to handle numbers so members of the audience know whether you are talking about time or money.

"Not everyone is familiar with, or uses slang in the same way, so you have to be able to communicate in a way that each person can understand," she said. "Everyone's level of understanding is different, and I try to present things so that everyone can understand."

If possible Marinaro likes to meet guest speakers ahead of time to give them pointers on how to deliver a speech so the interpreting flows smoothly. She recommends that speakers talk slowly and maybe a little louder than normal, and should enunciate words so they are easily understood.



**Marinaro signs during the Sept. 26 Shingo Prize ceremony.  
(Photo by Tony Medici)**

Question and answer sessions can be troublesome, she said, noting that she may not hear a person in the back of the crowd. The best way to handle the situation is for the speaker to repeat questions as they are asked, she added.

"Acronyms are the most difficult," Marinaro said. "If people can find a way to work around them, it would be easier for me to get the message across."

Tobyhanna's new full-time interpreter looks forward to the challenges of working at the depot.

"It's exciting to be working here. Employees really want to know what's going on in their workplace and I get to fill in the gaps between deaf and hearing employees," Marinaro said.



## THE THRIFT SAVINGS PLAN (TSP) MONTHLY RATES CHART IS ON THE INTERNET

[www.tsp.gov/index.html](http://www.tsp.gov/index.html)

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Returns, Share Prices & Fund Sheets, Current Returns, Monthly Returns, and Individual TSP Funds



## Employee's unethical decision nets jail term

by Martha Stanczak  
Depot Counsel

Did you know that filing a false travel voucher could land you in prison?

In April, a former logistics management specialist at the U.S. Army Communications Electronics Life Cycle Management Command, Fort Monmouth, N.J., was sentenced to 20 months in federal prison for his scheme to defraud the United States and the Department of Defense of more than \$151,000 through the submission of false travel vouchers. The federal judge



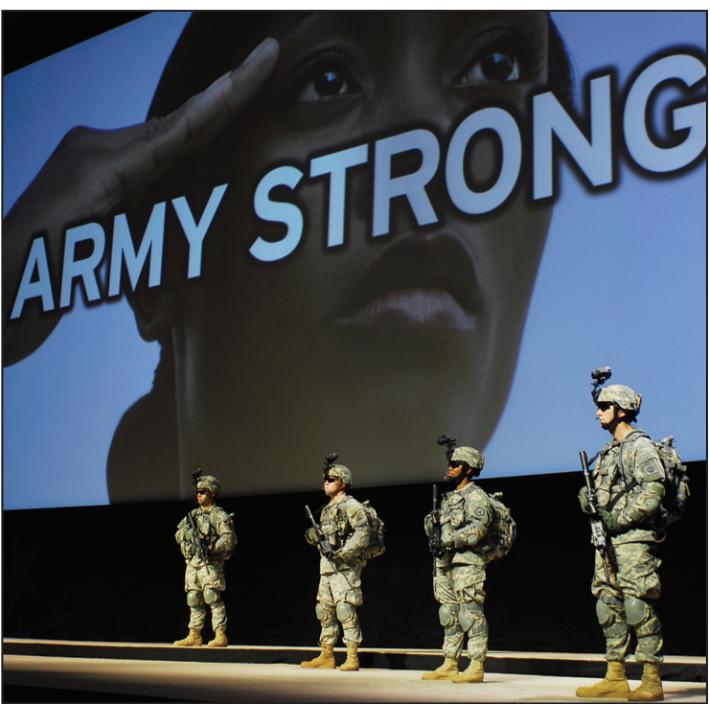
also ordered the former employee to pay \$151,460 in restitution and to serve three years of supervised release upon completion of the prison term.

The former employee admitted that between February 2000 and April 2005, he attempted to enrich himself by submitting false travel vouchers to

the government for reimbursement. He forged invoices, including hotel receipts, and the signatures of various supervisors on travel vouchers to give the appearance that the vouchers had been approved.

The case was investigated by special agents of the Defense Criminal Investigative Service and the Army Criminal Investigative Division. Prosecution was by the Assistant U.S. Attorney of the U.S. Attorney's Criminal Division in Trenton, N.J.

Lesson learned: Never lie on your travel voucher.



**Army Secretary Dr. Francis J. Harvey unveiled the effort to tell the Army about the "Army Strong" campaign, a key component of the Army's recruiting efforts, during an opening ceremony for the 2006 Association of the U.S. Army Annual Meeting Oct. 9 in Washington, D.C. (U.S. Army photo)**

## Army unveils new advertising campaign

WASHINGTON — The Army announced the start of its communication and education efforts to assist the Army family to communicate to the Nation its new advertising campaign – Army Strong – to an audience of Soldiers, Army civilians and family members.

Army Secretary Dr. Francis J. Harvey unveiled the effort to tell the Army about the campaign, a key component of the Army's recruiting efforts, during an opening ceremony for the 2006 Association of the U.S. Army Annual Meeting in Washington, D.C.

"This morning we will launch our internal communications and education phase lasting several weeks until we formally launch the new advertising campaign on Nov. 9," Harvey said. "It is vitally important that the internal Army family understand and embrace this new campaign. I believe it speaks to an essential truth of being a Soldier."

The Army is taking 30 days to educate its internal audience on the campaign's meaning. It will go "public" Nov. 9 with television, radio and online spots, as well as an updated [www.goarmy.com](http://www.goarmy.com) Web site. Print ads are scheduled to begin in January, and will be directed to media that appeals to young adults.

The Army Strong campaign will build on the foundation of previous recruiting campaigns by highlighting the transformative power of the Army. It will also capture the defining experiences of Soldiers – active duty, Army Reserve, and National Guard – serving the nation at home and abroad.

"I am both inspired and confident that the campaign will build on the positive momentum within our recruiting program," said Lt. Gen. Robert Van Antwerp Jr., commander of the U.S. Army Accessions Command.

The Army Strong campaign will address the interests and motivations of those considering a career in the Army, and will also speak to family members and friends supporting prospective recruits.

Developing the campaign is McCann Worldgroup, a marketing communications agency retained last December after a competitive review of potential agencies. To develop the campaign, McCann conducted extensive research among prospective Soldiers and their influencers, and interacted with hundreds of currently serving Soldiers.

"This is a campaign informed by research and inspired by Soldiers," said Eric Keshin, McCann Worldgroup's worldwide chief operating officer and regional director-North America.

A preview of the campaign and more information is available at (Army Knowledge Online).

## New database streamlines an aging system; saves time, money on safety shoe purchase

by Jacqueline Boucher  
Assistant Editor

Getting safety shoes has never been easier or more cost effective, according to Tobyhanna safety officials.

A Safety Shoe Automated Authorization Request database was created to track employee information and funds. By streamlining and automating the administrative procedures used in requesting, scheduling and monitoring safety shoes the Safety Division saved time and money.

"The new system is quicker and less confusing to track," said Stefanie Ward, safety technician, Industrial Risk Management Directorate. "I've been able to fine-tune the program over the last year, and it's perfect." Ward manages the depot's safety shoe program.

The new program will save over \$21,000 in administrative costs per year, according to Research and Analysis Division estimates.

Using the new request system, the safety shoe program cycle time has decreased from 37.64 minutes to 5.78 minutes and costs per request dropped from \$20.78 to \$3.19.

The amount of requests that can be processed by the Safety Division and the number of employees that can be issued safety shoes has increased by 20 percent each month, explained Donna Weinschenk, industrial engineering technician, Productivity Improvement and Innovation Directorate.

The Safety Division used Lean principles and techniques to eliminate non-value added steps in an aging process. Introducing the paperless process has eliminated mountains of paperwork, the need for calculators and missed appointments.

In conjunction with saving administrative costs, the new database has improved both overall response times and accuracy in record keeping throughout the depot, Weinschenk remarked.

Safety Division personnel can use the database to develop a schedule for employees to pick up their shoes, e-mail appointment reminders and extract detailed reports such as invoice totals from the date of issue along with the shoe allotment amount and weekly balances for the work centers, she added.

"These automated procedures save Safety Division personnel from having to review and analyze hard copy requests, and reduce the time spent in tracking requests, scheduling appointments and notifying personnel," Weinschenk said.

Thousands of Tobyhanna employees are authorized to wear safety shoes based on their assigned tasks and work environment.

The Safety Division maintains the Job Hazard Analysis (JHA) forms that list possible job hazards found here and standard prevention requirements.

Ward encourages everyone to review their JHA to see if they qualify for protective equipment, such



**Job Hazard Analysis forms describe dangers and injury prevention steps to take according to different depot jobs. (Photo by Steve Grzezdzinski)**

as safety shoes, before requesting them. If unsure, submit a request and the supervisor will review the hazard form before approving or disapproving the request, she said.

Supervisors are automatically notified by e-mail when an employee submits a request for shoes. This new process replaces the prior procedure of work center personnel completing hard copy request forms, locating accurate JHAs, and waiting for approvals and signatures from supervisors.

"Gone are the days of inches-thick binders and thousands of pieces of paper," Ward said. "In addition, the system's automated checkbook function lets me compile and balance funds for each cost center."

Cost center representatives throughout the depot use the new database to submit requests and track appointments. The vendor comes here every other Thursday, alternating between morning and afternoon shifts.

"The database even tells what shift an employee works on so I can match their schedule with that of the vendor," Ward said. "It's less stressful and takes less time. I'm able to schedule more people to meet the vendor, there are less no-shows because of scheduling conflicts and customers are able to get their shoes much faster than before."

The Safety Division worked closely with the information technology specialists from the Architecture, System and Application Design Division, Information Management Directorate, to create the central database, which provides officials real-time information on safety shoe status for depot employees.

Timi Robertson is the information technology specialist who took on the task of building a program that would automate the older administrative program. The database has evolved from vague ideas to a viable product that has produced results, she noted.

"The Safety Division and I worked for a long time to get the programming where it is today. I think it's wonderful," Robertson said.



Television stations	AM radio stations	FM radio stations
WNEP, Channel 16	WAEB, 790 (Allentown)	WAEB, 104.1 (Allentown)
WYOU, Channel 22	WARM, 590 (Scranton)	WKAB, 103.5 (Berwick)
WBRE, Channel 28	WKAP, 1470 (Allentown)	WMGS, 92.9 (Scranton)
	WEJL (ESPN), 630 (Scranton)	WKRZ, 98.5 (Pittston)
	WILK, 910/980 (Pittston)	WGYY, 101.3 (Pittston)
	WICK, 1400 (Scranton)	WWDL, 105 (Scranton)
		WEZX, 106.9 (Scranton)

Winter weather often produces hazardous conditions that may impact the depot's operational status. Public announcements regarding depot closings or starting time delays will be provided to local television and radio stations, and recorded on a toll free information hotline. Employees are encouraged to tune in to the media outlets listed below or call 1-800-429-4496 to hear the recorded announcement.

# Domestic violence eligibility requirements change so more can receive FAP services

by Heather Fiedler  
Family Advocacy Program

- Are intimate partners eligible for Family Advocacy Program (FAP) services?
- Can former spouses report spouse and/or child abuse to FAP?
- Can someone make a restricted report to the FAP manager (FAPM) and not initiate notification of command?

If you answered "yes" to all of the above, you are right.

The eligibility requirements of who can receive FAP services have changed. Department of the Army (DA) integrated a new definition of domestic violence that included intimate partners and former spouses.

The following definition includes all persons eligible to

receive FAP services: (a) A current or former spouse; (b) A person with whom the abuser shares a child in common; (c) A current or former intimate partner with whom the abuser shares or has shared a common residence.

Eligible persons are able to choose between restricted and unrestricted reporting of abuse. If an eligible person chooses to make a restricted report of abuse, that individual would make their report to either the program manager or chaplain. The restricted report option allows the victim to access treatment services, such as counseling or medical treatment, without notifying the chain of command.

Reporting the abuse to any other agency or person at Tobyhanna would make the report unrestricted

and the chain of command would be notified. The individual can change from a restricted report to an unrestricted report at any time. If an eligible individual chooses to make an unrestricted report of abuse, they can talk with the Security Division, the FAPM, the chaplain or the chain of command.

The unrestricted reporting option will initiate an official investigation. Part of that investigation can include a presentation to the case review committee.

The committee makes incident determinations regarding the allegation of abuse and, if substantiated, the victim(s) and offender(s) can receive treatment services that are paid for by FAP.

For more information, call 570-895-7509.

## DoD celebrates Red Ribbon Week

WASHINGTON (AFPN) – Department of Defense officials will celebrate the 2006 Red Ribbon Week beginning Oct 23 with an 11 a.m. awards ceremony in the Pentagon's Hall of Heroes.

John P. Walters, the director of the national drug control policy, will present Gordon England, the deputy secretary of defense, the award for excellence in countering illicit drug use in support of the president's National Drug Control Strategy. The award is being presented to the DoD drug-testing program for a 35-year record of standard-setting success. As a result, DoD has decreased illicit drug use among servicemembers by 92 percent, and the program has become the model for the drug testing industry.

This year's theme for Red Ribbon Week is "United Against Drugs," focusing on educating individuals, families and communities on the destructive effects of drugs and the positive alternative life choices that are available to our youth.

In 1990, DoD joined in the national effort by commencing an award program to encourage servicemembers to become involved in keeping communities drug-free and to recognize outstanding outreach programs. Each year, one winner is selected from each service, the National Guard, and participating Defense agencies to receive the secretary of Defense's Community Drug Awareness Award. This award is presented to the military installation or program from each of these organizations that are deemed to have the best anti-drug program for that year.



In 2001, the deputy assistant secretary of defense for counternarcotics established an award to recognize the efforts of independent military-affiliated youth organizations that have successfully assisted in spreading the anti-drug message. The Fulcrum Shield Award for Excellence in Youth Anti-Drug Programs will be presented for the sixth time this fall.

Red Ribbon Week originated as a tribute to Special Agent Enrique "Kiki" S. Camarena of the Drug Enforcement Administration. In 1985, he was killed by drug traffickers in Guadalajara, Mexico. His death enraged many Americans in his hometown of Calexico, Calif., and they began to wear red ribbons to commemorate his sacrifice. The anti-drug message spread quickly, and in 1988, the National Family Partnership took the Red Ribbon celebration nationwide.



**Bernie Karlowicz (left) and Dorrance Tucker worked with fellow technicians to solve a problem with the Bradley Fighting Vehicle's Basic Sight Assembly. They submitted their idea to the Army Suggestion Program which will save more than \$70,000 per year. Both work in the Bradley Fighting Vehicle Branch, Electro Optic Night Vision Division, Intelligence, Surveillance and Reconnaissance Directorate. (Photo by Anthony Ricchiazzi)**

## SUGGESTION from Page 1

and in return reward an employee for taking the initiative for going the extra mile to better the Depot," said Trish Patelunas, Army Suggestion Program coordinator, Research and Analysis Division, Productivity Improvement and Innovation Directorate. "Our goal is to double the input for FY07 so we're always looking for new ideas. Employees can call us for information about how to make a suggestion."

"The depot passes suggestion savings on to the customer when future programs are negotiated," added Robert Haas, chief of the Research and Analysis Division.

## NEWS from Page 1

### New York trip tickets on sale

The Civilian Welfare Council (CWF) will host a trip to New York City Dec. 9. The cost is \$17 per person. A bus will leave the depot parking lot at 7:30 a.m. and the city at 5:30 p.m. Reservations and payment can be made at the One Stop Shop, X58851.

### AAFES gift cards available

The Army and Air Force Exchange Service (AAFES) gift cards are available. The patriotically inspired cards, in red, white and blue, can be used the same as cash at AAFES facilities around the world. For more information about the gift card, see any cashier at the depot's Post Exchange, log on to aafes.com or call 888-481-1550.

### Hockey tickets on sale

The One Stop Shop is selling tickets for the Dec. 15 and 16 Wilkes-Barre Scranton Penguins Operation Santa Claus games for \$12. People can donate a stuffed animal to Operation Santa Claus during the Toy Toss by tossing a stuffed toy onto the ice, when instructed, sometime during the games. People who purchase a ticket will receive a free Penguins T-shirt.

**Standard time starts Oct. 29 1 a.m.**

Statistics show 86 percent of all homes in the United States have at least one smoke detector, but a third of these are not working. Most smoke detector failures are attributed to a lack of annual battery replacement.

The Tobyhanna Army Depot Fire and Emergency Services Division suggests that people test their smoke detectors monthly and change the batteries at least twice a year.

Officials recommend that while changing the time on clocks, people should also change the battery in smoke detectors.

For more information about smoke detectors or fire safety, call the Fire and Emergency Services Division, X57300.

## NEW SUPERVISORS

Paul Ward is the Power Sources Branch chief, Electronic Services Division, Systems Integration and Support Directorate.

As chief, he supervises 30 employees who overhaul, repair, modify, test and fabricate various motors, power supplies, battery chargers, power distribution boxes and junction boxes.

Prior to his current position, Ward was a work leader, motor vehicle/forklift operator for the Tool Management Division, Production Management Directorate. He began his depot career in March 1984.

Ward served more than seven years in the U.S. Marine Corps. After boot camp at Parris Island, S.C., he received orders for communications



**Ward**

school at Camp Pendleton, Calif. Following training, Ward was stationed at Camp Las Pulgas, Camp Pendleton, as a radio operator in an artillery unit. He was later assigned to Camp Hansen, Okinawa, Japan, and the Marine Corps Development and Education Command at Quantico, Va.

His awards and decorations include the National Defense Service Medal, Navy Good Conduct Medal, Humanitarian Service Medal, sustained superior performance awards, on the spot cash awards, special act awards, and the Achievement Medal for civilian service.

Ward is a 1972 graduate of West Morris Regional High School, Chester, N.J.

He and his wife, Jane, reside in Moscow. They are the parents of Paul, 27, Bridget, 26, and Victoria, 21.

His hobbies include softball, bowling, golf and motorcycles.

## U.S. not putting timetable on Iraq



**Army Spc. Arturo Barajas provides security for Iraqi army after a cordon and search operation in southern Mosul, Iraq. Barajas is with the 2nd Battalion, 3rd Infantry Regiment, 3rd Stryker Brigade Combat Team, 2nd Infantry Division, Fort Lewis, Wash. (Photo by Spc. Christa Martin, U.S. Army)**

by Jim Garamone  
American Forces Press Service

WASHINGTON—The United States is not looking to place any timetable on the Iraqi government's process of assuming responsibility for the country's security, Defense Secretary Donald H. Rumsfeld said.

Rumsfeld spoke following meetings with Spanish Defense Minister Jose Antonio Alonso at the Pentagon.

The secretary said that the U.S. Ambassador to Iraq Zalmay Khalilzad and Army Gen. George W. Casey Jr., commander of Multinational Force Iraq, are working with the Iraqi government to see what can be accomplished in the near future.

"What they are doing is just having a discussion about how they see the way ahead over the rest of this year and next year," Rumsfeld said. He called the work "projections" and not a timetable.

For example, he said, the coalition passed two southern provinces -Muthanna and Dhi

Qar - over to Iraqi control. "They are planning to pass over the other 16," he said. "The question is, 'When do you think that might happen? When do you think the Iraqis may be able to assume those responsibilities?'"

He said the Iraqi reconciliation process is another factor in charting the way ahead.

Rumsfeld said there will be no penalties if the Iraqis do not make one of the projections. The projections are meant to help all chart the way ahead, "so their parliament, their government, can have a set of tasks that they need to do to get prepared to assume the responsibility for governing their country and providing security for their country," Rumsfeld explained.

The secretary said these discussions have been going on since the government of Prime Minister Nouri al-Maliki took office. "I sense there's general agreement that this is a good approach," he said.

He said that in no case is there likely to be a specific deadline or day for each milestone. The secretary said the targets would be periods of a month or two.

The Iraqis may be able to meet some milestones early, "or they may not meet a projected target date, in which case it will slide to the right," he added.

Anything is possible in Iraq, Rumsfeld said, acknowledging the possibility that the situation in any given province could deteriorate after the coalition transfers it to Iraqi control. Coalition personnel would go back in, restore the situation and then pass it back to the Iraqis later, he said.

Noting the short time the Iraqi government has had to establish itself, the secretary urged patience. "This outfit has been in office less than a baseball season," Rumsfeld said. "They are dealing in a very difficult environment."

He said everyone wishes the process would move more quickly.

"But I think people have to be realistic, and our hope is we can assist them in assuming responsibility for their country sooner rather than later," he said. "We're encouraging that."

## COMMUNITY BULLETIN

- **Maplewood, Lake Henry Road, Route 348 and Mt. Cobb:** 1 opening, van, 7 passengers, 5/4/9, door-to-door pickup, call Jane Allardyce, X57645, or Tim Reimann, X57756.
- **Wilkes-Barre:** 2 openings, van, nonsmoking, 15 passengers, leaves Sam's Club parking lot at 5:45 a.m., 5/4/9, additional openings may be available, call John Alden, X58640.
- **Miners Mill, Pittston:** 1 opening, van, 7 passengers, nonsmoking, pick up at Schiels Market in Miners Mill or Pollack Chevrolet on Route 315 in Pittston, call John Kozich, X57450.
- **Dunmore:** 2 openings, van, 7 passengers, nonsmoking, door-to-door pickup, 5/4/9, available Jan. 1, call Tom Stasko, X57930.
- **Olyphant, Dickson City:** 2 openings, van, nonsmoking, door-to-door pickup, 5/4/9, call Bryan Ranallo, X57638.
- **Mountain Top, White Haven:** 1-2 openings, van, 7 passengers, nonsmoking, 7:30 a.m.-3:30 p.m. shift, starts in November, Leaves Mr. Zs at 5:45 a.m. and passes through White Haven, call Janet, X57532.
- **Factoryville:** 1 opening, 5/4/9, pick up at the VFW in Clarks Summit, call Norm White, X57520.
- **Blakeslee:** individual wants to join a van pool, call Allen, X58550.
- **Wilkes-Barre, Miners Mills:** 2 openings, van, 15 passengers, 5/4/9, call Joe Walski, X57240.
- **Dickson City:** 1 opening, van, 7 passengers, 5/4/9, "A" placard, no smoking, call Dave Stevens, X59065.
- **Old Forge:** 2 openings, van, 7 passengers, 5/4/9, call Ed Generose, X59643.
- **East Stroudsburg, Mount Pocono, Tobyhanna:** 1 opening, van, 7 passengers, 5/4/9, along routes 209, 447, 940 and 611, call Karl Lyons, X56536, Tina Williams, X59229 or Richard Steele, X59269.
- **Mountain Top:** 2 openings, van, 7 a.m. to 3:30 p.m., "A" placard, non-smoking, call Mike Henry, X56754.
- **Stroudsburg, Lehigh Valley:** 1 opening, van, 7 passengers, 5/4/9, meets at the Snydersville Diner, call Ann Super, X58749.
- **Wilkes-Barre:** 1 opening, van, 7 a.m. to 3:30 p.m., call Wesley Dervinis, X56839.
- **Moosic, Greenwood, Minooka:** 2 openings, van pool, 5/4/9, door-to-door pickup, call Matt, X56733.
- **Kingston, DuPont:** Parish transportation needs a bus driver, call Mark Kordoski, X58549.
- **Wilkes-Barre:** 1-2 openings, car, 5/4/9, first Friday off, "A" placard, leaves Sam's Club at 5:45 a.m., call Jean, X56261 or 510-7692.
- **Harley Davidson Sportster:** 2003, 1200XLC, 100th anniversary edition, 2,500 miles, blue with chrome, asking \$9,500, call Heather, (570) 236-8838.
- **Vehicle:** 1996 Dodge Ram 2500, 4x4, front damage (slid on ice into tree), starts/runs, not drivable, 8.0 liter V10, 161,630 miles (mostly highway), 3-inch body lift kit, standard cab, PW, PL, PS, new BFG all-terrain tires, new shocks, dual flowmaster exhaust, Westin side step bars, Tonneau bed cover, good work truck, \$3,500 OBO, call Lori Palermo, X56260.
- **Ford van:** 1989, E150, 5.0, V8, 302, auto, 107K original miles, new transmission, shocks, brakes and exhaust, very good condition, asking \$2,195 OBO, call Raymond at 427-8613.
- **Free:** To a good home, cat, male, 4 years old, gray tabby, 9 lbs., named Tigger, fixed, not declawed, has an overall nice demeanor, but doesn't like his ears and tail pulled, owner not able to keep due to new baby, call Brenda Diaz, 239-7515.
- **Moving sale:** House, bi-level, 15 minutes from depot in Mt. Pocono, \$219,000; love seat, \$10; computer desk and chair, \$5 each; wood Formica kitchen table, \$15; 2 wood lamps, \$5 each, call Terry Williams, 839-9428.
- **Lawn tractor:** International Harvester, model 100, 10hp, 42-inch cutting deck, creeper gearing, working condition, asking \$200, call Bob, 842-2550.
- **Printer:** HP Photosmart 7960, paid \$300, asking \$200, like new, includes cartridges; #58 HP ink jet photo cartridges in boxes, \$35 each. Call 620-1550.
- **Tires, wheels:** Kelly Wintermark Magna Grip HT snow tires mounted on 15x6 Honda Civic wheels, used one winter season, 2,200 miles, paid \$237, asking \$160, call 636-3642.
- **Free:** double bed, very good condition, mattress, box springs, bookcase headboard, call 842-8063.



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[HTTP://WWW.TOBYHANNA.ARMY.MIL/ABOUT/NEWS/REPORTER.HTML](http://www.tobyhanna.army.mil/about/news/reporter.html)

# Army leaders review, praise depot's Lean program

by Anthony Ricchiazzi  
Editor

Deputy Undersecretary of the Army Thomas E. Kelly III visited Tobyhanna on Monday accompanied by Deputy Undersecretary of the Army for Business Transformation Michael Kirby. The officials were here to review the depot's efforts and successes in Lean and Army Transformation.

After a briefing and tour of depot facilities, Kirby offered remarks at a Lean Rapid Improvement Event training class, saying that Tobyhanna is right on the edge of the Army's Lean Six Sigma programs.

"AMC (U.S. Army Materiel Command) has been in front over the years with Lean, and now everybody is doing it," he said. "It's no mystery why Tobyhanna's TPS-75 mission won the Shingo Prize." Tobyhanna is part of AMC.

Kirby added that the Army's top priorities are to win the war against terrorism and transform the Army. "We can't [transform the Army] without transforming business practices and you are leading the way," he said. "Thank you for everything you do for the Army. From the Pentagon perspective, we are certainly happy with what you've done."

Kirby recently led a panel discussion on the scope, methodology and initial successes of the Army's business transformation at the Association of the U.S. Army annual meeting in Washington, D.C., on Oct. 11.

Kirby kicked off that discussion by explaining that business transformation is essential from the top down and from the bottom up.

"The work of the Army is critically important, and what we have to do is establish a way to be more productive in a very challenging resource environment," he said. "Business transformation is not an end unto itself; this is a concerted effort in a variety of approaches and initiatives to get us to where we need to be."

Panel members included: Maj. Gen. N. Ross Thompson, III, director, program analysis and evaluation; Stephen



**Deputy Commander Frank Zardecki (center) briefs, from left, Deputy Undersecretary of the Army for Business Transformation Michael Kirby, Jeffrey White, Deputy for the Deputy Under Secretary of the Army for Business Transformation, and Deputy Undersecretary of the Army Thomas E. Kelly III on the depot's AN/ALQ-144 Countermeasures Set mission. The officials were here Monday to review the depot's Lean and Army Transformation efforts. (Photo by Steve Grzezdzinski)**

Clement, Ph.D., president, Organizational Design, Inc.; Bill Hansen, vice president, Lockheed Martin; Vicki Jefferis, deputy chief of staff, G8 Forces Command; and Roger K. Harvey, Ph.D., Army Science board member and professor of finance at Ohio State University.

The panel discussed continuous process improvement, organizational assessment and design, business situational awareness, professional development and best business practices with the overall goal of streamlining or eliminating redundant operations to free financial and human resources to the core warfighting mission.

The discussion ended with transformation successes that resulted in four Army Materiel Command organizations receiving Shingo Prizes for implementing Lean Sigma Six

systems in support of the manufacturing, repair, overhaul and maintenance of warfighter equipment. Business Week magazine equated the Shingo as the "Nobel Prize for manufacturing because it establishes a standard for world-class excellence."

Rock Island Arsenal's Joint Manufacturing and Technology Center in Illinois received a gold award for work on the Forward Repair System. Letterkenny Army Depot at Chambersburg, Pa., and Red River Army Depot at Texarkana, Texas, each received silver awards for work on the Humvee. And, Tobyhanna Army Depot at Tobyhanna, Pa., received a bronze award for work on the AN/TPS-75 Radar System.

*Editor's Note: The panel discussion portion of this article was written by J.D. Leipold for the Army News Service.*



**Firefighters teach children about fire prevention, safety**

Saving lives and fire safety were the topics for elementary school students during Fire Prevention Week (Oct. 16-20) at Tobyhanna. They were shown what depot firefighters and emergency medical technicians use to fight fires and treat the injured. Above, Palmer

Johnson, firefighter, talks about how to prevent fires and what to do if a fire breaks out at their home. Right, children learn how to escape from a smoke-filled house. (Photos by Steve Grzezdzinski)

